

20 March 1975

MEMORANDUM FOR: Chief, Functional Training Division

SUBJECT : [REDACTED] Officer Training

STATINTL

1. In contrast with the scheduling of past IPCs, starting in FY 1976 the Intelligence Process Course will be required attendance for all CTs, both to prepare them better for their DDI Interim and to increase their effectiveness during the assignment in an intelligence production office. It must be noted, however, that the IPC does not exist solely to serve CT training needs. It is an important element of training for selected direct hire professionals in the DDI and DDS&T intelligence production components who have been on the job a year or so.

2. Because of the nature of the course and the fact that many visits are made to collection and production offices, the number of students enrolled must be kept low -- usually no more than 20. It is difficult to know very far in advance of a scheduled IPC how many will be enrolled. The number of CTs must first be determined before the DDI and DDS&T production offices are advised of the number of openings that remain. Only after these steps are completed can we determine if the class will be full. With these priorities of claim it may prove to be too uncertain a process [REDACTED] to plan effectively the training schedule for new [REDACTED] officers. This point is made not to discourage attendance of these officers in the IPC, but to spellout that the course is presented to meet the traditional needs for a specific audience.

STATINTL

3. Another important factor to be considered is that the two ITB officers who manage the IPC are primarily just that -- managers. The vast majority of specialized presentations and case studies are made by intelligence officers within the DDI and DDS&T. The extent and high

quality of support given by these directorates to the IPC is not solely because of any magnanimity on their part. It is an investment in the development of quality professional analysts. And the number of such analysts is not small. In the DDI alone, approximately one-third of all the professionals are former CTs. If new analysts had only limited access to the IPC, I suggest that the reasons for continued DDI support at its current level would be less meaningful.

STATINTL 4. Constraints and philosophy aside, I have some problems with the attached memorandum from [REDACTED] training schedule indicates [REDACTED] STATINTL to two IPCs -- one beginning on 12 January 1975, and the other on 13 September 1976. Yet the memorandum, in Paragraph 1, states that each new class will follow the CT pattern -- half to the IPC, half to OFC -- which, to me, indicates more than two IPCs should be scheduled. That problem has to be resolved before any commitment by us is made. It's a difference between three or four [REDACTED] attending a particular IPC or seven, which is significant.

STATINTL 5. In addressing your question on what would be the best time for these officers to attend the IPC, I say any of the scheduled times except the September-October running. It is at that time we probably will have the doubled-up CT class. Again, however, meaningful planning is seriously hampered by the uncertainty surrounding first the number of CTs to attend the IPC, and second, the consequent delay in determining the number of non-CTs from the DDI and DDS&T.

[REDACTED] STATINTL

C/ITB

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<b>Remarks:</b> <p>I plan to reply to J/PDS on this matter by saying that while we have no desire to be exclusive when treating the CT's, still the IPC can only accommodate so many, and there are pressures from non-CT sources in the DDI to be considered as well. Should there be open billets we would not exclude the but since the IPC is preparatory to interims, it hardly seems the J's have a priority claim. Etc.</p> <p>Let me know any other thoughts we should send forward. It is clear we have a major problem here.</p> <p style="text-align: center;"><i>possible open date</i></p>					
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<p>Remarks:</p> <p style="font-size: large; font-family: cursive;">Your comments, please</p> <p style="font-size: large; font-family: cursive; text-align: right;">Jm</p>			
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10 MAR 1975

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SOG #75-095

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MEMORANDUM FOR: DDO/TRO

SUBJECT : [REDACTED] Officer Training

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1. Forwarded herewith are the projected training schedules for the remainder of Calendar Year 1975 through Calendar Year 1976 for new [REDACTED] officers. We expect to enter on duty an average of seven [REDACTED] officers for each training cycle. As with each new CT class half of the group will attend the Intelligence Production Course while the remaining half attends the Operations Familiarization Course during each cycle.

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2. This schedule represents a change from past procedures and is set up in a more formal way to coincide with the CT schedule and upon completion of training to permit both groups to be interviewed at the same time by the JOB Panel for initial assignment purposes. You will note that [REDACTED] officers will henceforth receive the same training as the CT's with the exception of the DDI interim period during which [REDACTED] officers will be enrolled in a Special [REDACTED] training course.

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3. Your assistance will be appreciated in facilitating enrollment of these new [REDACTED] officers as outlined in this projected schedule.

4. For your comparison we have also attached a copy of the CTP Training Plan covering the same period.

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Executive Officer, [REDACTED]  
Services Staff

Attachments:  
As Stated

E2 IMPDET CL BY 058416

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EOD			<u>Weeks</u>
2 September 1975			
3 - 12 September	Orientation		2
15 September - 10 October	OFC		4
13-17 October	Records Course		1
20 October - 9 January 1976	DDO Interim Assignment		12
12 January - 13 February	IPC		5
16 February - 21 May	SOC		14
24 May - 30 July	OC		10
	TOTAL		<u>48</u>

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EOD	5 April 1976		
6 - 16 April			2
19 April - 14 May	OFC		4
17 - 21 May	Records Course		1
24 May - 10 September	Interim Assignment		16
13 September - 15 October	IPC		5
19 October - 28 January 1977	SOC		15
31 January - 8 April	OC		10
	TOTAL		<u>53</u>